

Northwest Region

The Northwest Workforce Investment Board, which serves 18 counties in northwest Missouri, including St. Joseph, Maryville, Chillicothe, Trenton and Brookfield, was awarded \$520,539 for the following components:

- *Incumbent Worker Skill Shortages (\$87,041)* — The National Association for Manufacturers conducted a recent survey and found that many manufacturing employees lack the necessary education and skills to perform their jobs. To address this issue, the Region will partner with North Central Missouri College to provide training to 50 current employees that will enable them to attain the nationally-recognized Production Technician Certification. This training will provide employers with more productive and efficient workers and result in increased production for the companies.
- *Youth Skill Shortages and Capacity Building (\$100,000)* – Among the various strategies that the Region will implement to serve youth include a Youth Info Share convention and training opportunities to improve at-risk youths' career and technical skills. The Youth Info Share convention will provide 250 area youth an opportunity to discover what resources are available to them, build quality character traits and information on training programs to help them begin their careers. An additional twenty (20) at-risk youth will participate in a 30-session program that will provide career exploration experiences by visiting various types of worksites, skill assessments, and job-shadowing opportunities. Through these strategies, local youth will be better prepared to meet the demands of the workforce.
- *Business Retention Services (\$68,498)* – The Region will partner with local economic developers to establish the Northwest Business Retention and Early Warning Network that will monitor formal and informal indicators of business distress to avert layoffs and closings. The Region anticipates working with 250 businesses in the Region through this project.
- *Micro Enterprise Training and Support (\$65,000)* – The Region will create a network of service providers to assist with the Northwest Micro Enterprise Training and Support Program. This program will offer financial support for training and start-up costs to 35 eligible low-income and dislocated worker individuals who have an interest in starting their own business. The training will be offered through a partnership with the local Small Business Development Centers. This program is designed to provide every participant the chance to make their business venture grow and succeed and add to the local economy.
- *One-Stop Career Center Enhancement (\$200,000)* – Through this component, the Region's full-service Missouri Career Center located in St. Joseph, built in 1961, will be updated to make the facility more usable by both business and job seeker customers. The project will enhance job seeker and business services as well as physical improvements. The Career Center will be expanded to include a Business Center and Resource Library to assist businesses for recruitment, hiring and staff training. It is estimated that 9,389 businesses and job seekers will benefit from these enhancements which promote the seamless integration of services by career center partners.

Almost \$335,000 in local resources have been leveraged to support the Northwest Region's activities.

Northeast Region

The Northeast Workforce Investment Board serves 16 counties in northeast Missouri, including Kirksville, Hannibal, Moberly, Macon and Warrenton. The Region was awarded \$397,906 to address three of the components of this initiative:

- *Community Workforce Solutions for Low-Income Populations (\$182,384)* – Through this project, the Region will strive to implement more intensive case management services to clients in the Career Assistance Program to get them employed. Engagement Specialists will be hired to provide these additional services. The Region hopes to increase the number of low-income individuals who become employed, eventually resulting in these participants no longer needing public assistance. As a result of this effort, 322 additional individuals will be targeted for services. The Region will increase the number of clients involved in work participation activities (job search, job readiness, training, community work experience, etc.) by 10 percent.
- *Regional Skills Gap (\$20,372)* – Recent findings by the local businesses and workforce development partners in the Region found that they were having difficulty maintaining an adequate supply of healthcare professionals in the rural areas. To address this shortage, the Region has designed a project that will provide additional continuing education opportunities for 20 new healthcare professionals as they transition from their training into practice. By providing these opportunities locally, these professionals will not need to leave the area to seek this training and will then continue to practice in rural Northeast Missouri, maintaining health services for the area.
- *One-Stop Career Center Enhancement (\$195,150)* – The Region will upgrade their four (4) comprehensive Missouri Career Centers in Kirksville, Hannibal, Moberly and Warrenton, as well as area satellite centers. Through this project, the Region will enhance job seeker and business services, infrastructure improvements and marketing strategies. Approximately 9,675 business and job seeker customers will benefit from these enhancements which promote the seamless integration of services by career center partners.

The Region was able to leverage \$151,479 in local resources to support the activities in this initiative.

Kansas City & Vicinity/East Jackson County Regions

The Kansas City & Vicinity Workforce Investment Board and the East Jackson County Workforce Investment Board were jointly awarded \$1,377,350 to fund three components from this initiative. Together, these Boards serve five (5) counties, including the Kansas City metropolitan area.

- *Community Workforce Solutions for Low-Income Populations (\$1,000,000)* – To serve public assistance clients and improve the engagement of these individuals in work activities, the Regions will implement some proactive strategies. Among these strategies is the development of the Career Assistance Response Team, which will include a broad-based coalition of community-based organizations with the experience, skills and resources necessary to assist clients with intensive case management needs. As a result of this effort, 2,596 additional individuals will be targeted for services. The Region will increase the number of clients involved in work participation activities (job search, job readiness, training, community work experience, etc.) by 10 percent.
- *Business Retention Services (\$175,000)* – Through partnering with local economic developers, the Region will establish the Business Retention/Early Warning Network program for the greater Kansas City area. The network will monitor formal and informal indicators of business distress to avert layoffs and closings. This project is a first-ever collaborative effort on a regional basis to identify existing businesses at risk for closing or relocating. It is estimated that over 400 businesses will be engaged through this project. The Regions recognize that real job growth over time comes from the expansion of businesses already in the community, thus, the importance of maintaining the jobs already in place.
- *One-Stop Career Center Enhancements (\$202,350)* – Together, these Regions operate four (4) Missouri Career Centers and four (4) satellite centers to provide employment and training services in the Regions. Among the enhancements the Regions will make to these centers is the

establishment of integrated service delivery teams from multiple program partners, and technology enhancement. Through these enhancements, some 21,475 businesses and job seeker will be able to receive better integrated services from the Career Centers' partners.

The Regions were able to leverage \$3,152,940 in local resources to support the activities in this initiative.

West Central Region

The West Central Region serves 13 counties that include Sedalia, Warrensburg, Marshall, Nevada and Warsaw. Their Local Workforce Investment Board was awarded \$811,199 to perform the following components:

- *Community Workforce Solutions for Low-Income Populations (\$425,273)* -- To serve public assistance clients and improve the engagement of these individuals in work activities (job search, job readiness, training, community work experience, etc.) by 10% and engage an additional 542 clients, the Region proposes to implement strategies that address pre-employment interventions. The Region will also provide a motivational approach to reward clients that attend workshops and utilize support networks to help them get and keep a job. The Region hopes to increase the number of low-income individuals who become employed, eventually resulting in these participants no longer needing public assistance.
- *Micro Enterprise Training and Support (\$65,000)* – The Region will partner with the Small Business Development and Technology Center to provide training seminars to 55 eligible low-income and dislocated workers interested in starting their own businesses. In addition, start-up grants will be awarded to those participants who have successfully completed the training and developed a business and financial plan. This program is designed to provide every participant the chance to make their business venture grow and succeed and add to the local economy.
- *Regional Skills Gap (\$178,082)* – To improve alignment with business needs and respond to business concerns about the difficulty of finding qualified applicants with the basic employability skills needed to be work ready, the Region will develop the Employability Skills Certification process. The benefits of this process are two-fold – employers can count on the certificate to identify a qualified applicant, which streamlines the hiring process; and job seekers can rely upon the certificate to demonstrate that they possess the skills required for success on the job. The Region anticipates serving 2,567 individuals between the two pilot sites they have identified – ConAgra Foods and Schreiber Foods, Inc.
- *One-Stop Career Center Enhancements (\$142,844)* – Through this project, the Region will develop their newest full-service Missouri Career Center in Warrensburg and to enhance their satellite site in Warsaw. Among the enhancements at these centers include the addition of Business Resource Center/universal community training rooms and expansion for more Adult Education and Literacy instructors. These enhancements will make the centers more appealing to the estimated 12,296 businesses and job seekers who will utilize the services offered in these centers, resulting in a more competitive workforce for the Region.

The Region was able to leverage \$268,149 in local resources to support the activities in this initiative.

Central Region

The Central Workforce Investment Board serves 19 counties in central Missouri, including Columbia, Jefferson City, Rolla, Osage Beach, and Fulton. The Board will receive \$596,846 to accomplish the following components:

- *Incumbent Worker Skill Shortages (\$130,846)* – In this project, the Region will extend low-cost training to 480 front-line supervisors/managers, the most crucial and involved level in the

workplace hierarchy. Businesses from the retail, manufacturing and food/lodging industries will be the target of this training, which will upgrade these employees' skills. As a result, participants will have an increased opportunity to advance and increase their earning potential. Employers will benefit from more effective management, improved morale and increased productivity.

- *Youth Skill Shortages and Capacity Building (\$90,000)* – Tourism is a vital part of this Region's economy, thus, having enough competent employees available to work in the lodging industry is crucial. Through this project, the Region will enroll 58 at-risk youth in a classroom training program, followed by real work experience in the lodging industry. Upon successful completion of the program, participants will receive the Hospitality Skills Certificate, which is nationally recognized by the American Hotel and Lodging Association. This project will help fill the shortage of qualified employees in the local lodging establishments, as well as increase job retention for these employees.
- *Regional Skills Gap (\$205,000)* – During the planning phase of the Missouri Regional Skills Gap Initiative, the Region identified a critical labor gap in their health care industry. To address this gap, the Region developed a project that will offer enhanced employment opportunities in the healthcare field by assisting low-income customers in rural communities through career awareness, education and employment in the health care field. The Region will provide these services to 125 individuals, who will eventually be trained health care professionals for the rural communities in the area.
- *One-Stop Career Center Enhancements (\$171,000)* – Through this project, the Region will enhance the facilities and services at the Missouri Career Centers in Columbia, Rolla and Camdenton. Among the enhancements to be provided at these centers are technology upgrades and the establishment of Business Service Centers. These enhancements will result in a demand-driven system that provides quality and efficient services to 12,010 businesses and job seekers, connecting unemployed and underemployed customers to high-growth occupations and reduce labor shortages within the Region.

The Region was able to leverage \$1,039,063 in local resources to support the activities in this initiative.

St. Louis Metro Regions (Four Regions combined)

All four (4) St. Louis area Workforce Investment Boards -- St. Louis City, St. Louis County, St. Charles County, and Jefferson/Franklin Counties -- joined together for the Regional Skills Gap component. Their project will utilize \$361,000 to assist in alleviating the nursing shortage by utilizing Retention Counselors in the local community colleges' nursing programs to ensure that nursing students are able to stay in the program by assisting with those issues that would hinder their participation. Among these issues are childcare, transportation, and family obligations. This project will serve an estimated 311 nursing students.

St. Louis City and St. Louis County Regions

The St. Louis City Region teamed up with the St. Louis County Region and will be awarded \$457,474 to jointly provide these components:

- *Incumbent Worker Skill Shortages (\$349,474)* – The Regions recognize the need for businesses to remain competitive and understand that by providing training to incumbent workers and supporting continuous learning in the workplace they can assist businesses' competitiveness. Through this project, 1,400 employees in the healthcare, manufacturing and construction industries will be trained to improve their customer service and management skills, which will result in promotional opportunities and increased earnings for the employee. Businesses will also benefit from this training through increased productivity, lower turn-over rates and more qualified employees available for business growth and expansions.

- *Micro Enterprise Training and Support (\$108,000)* – These Regions will partner with the local Missouri Small Business Development Centers to provide a unique opportunity to 120 low-income and dislocated workers. This project will provide entrepreneurial training and support, including capitalization grants, to assist these individuals in establishing their own businesses, which will expand the local economy.

The Regions were able to leverage \$616,292 in local resources to support the activities in this initiative.

St. Charles County Region

The St. Charles County Workforce Investment Board was awarded \$58,132 to provide services to local at-risk youth. The Region's Youth Skill Shortages and Capacity Building project will assist 40 of these youth with pre-employment services and provide work experiences that simulate actual employment. Through this project, these at-risk youth will be ready for real employment and become productive members of their community.

The Region was able to leverage \$60,000 in local resources to support the activities in this initiative.

St. Louis County Region

The St. Louis County Workforce Investment Board will receive \$300,000 to enhance services to low-income individuals. Through their Community Workforce Solutions for Low-Income Populations project, the Region will be able to provide more services to those individuals on public assistance that will eventually lead them to finding employment and self-sufficiency. As a result of this effort, 1,861 additional individuals will be targeted for services. The Region will increase the number of clients involved in work participation activities (job search, job readiness, training, community work experience, etc.) by 10 percent.

The Region was able to leverage \$258,887 in local resources to support the activities in this initiative.

St. Louis City Region

The St. Louis City Workforce Investment Board was awarded \$400,000 to provide employment and training services to residents through the following components of this initiative:

- *Youth Skill Shortages and Capacity Building (\$100,000)* – The Region has partnered with the St. Louis Mental Health Board to develop a unique comprehensive youth employment model program to address the numerous barriers which impede city youth from acquiring skills training, gaining unsubsidized employment opportunities, and retaining those jobs over the long term. As substance abuse is the most critical barrier these youth face, the funding from this initiative will be used for the substance abuse counseling and treatment component of the program. The Region anticipates serving 100 area youth providing assessments, counseling, drug education and case management services to these youth seeking employment.
- *Community Workforce Solutions for Low-Income Populations (\$300,000)* -- Through their project, the Region will be able to provide more services to those individuals on public assistance that will eventually lead them to find employment and self-sufficiency. As a result of this effort, 1,865 additional individuals will be targeted for services. The Region will increase the number of clients involved in work participation activities (job search, job readiness, training, community work experience, etc.) by 10 percent.

The Region was able to leverage \$24,000 in local resources to support the activities in this initiative.

Jefferson/Franklin Counties Region

The Jefferson/Franklin Counties Workforce Investment Board was awarded \$91,506 to implement their Youth Skill Shortages and Capacity Building project. Through this project, 40 area at-risk youth will be provided training and employment opportunities that will lead them to high-growth, high-demand healthcare jobs. By assisting more youth in entering the healthcare field, the Region will be able to fill these job shortages and provide more healthcare services to area residents.

Southwest Region

The Southwest Workforce Investment Region encompasses seven (7) counties in the southwestern corner of the state and includes the communities of Joplin, Neosho, Carthage and Monett. Their Board was awarded \$189,000 to implement projects that met the following components of this initiative:

- *Business Retention Services (\$69,000)* – Through partnering with local economic developers, the Region will utilize their business services staff, including a new Business Retention Coordinator, to identify those businesses at risk for lay-offs or closings. This project will thoroughly address the business retention needs for communities across southwest Missouri by furthering the linkage between workforce development and economic development. The Region estimates 200 businesses will be served through this project.
- *One-Stop Career Center Enhancements (\$120,000)* – The Region has developed an innovative approach for demand-driven business services and workforce quality through its Missouri Career Center in Joplin. Among the enhancements included in this project are an extensive pre-screening and orientation service package for businesses and the addition of two classrooms to provide more training opportunities for job seekers. Through these enhancements, 7,560 businesses and job seekers at this center will be provided more efficient and improved services.

The Region was able to leverage \$77,000 in local resources to support the activities in this initiative.

Ozark Region

The Ozark Workforce Investment Region includes seven (7) counties in the southern part of the state, as well as the cities of Springfield and Branson. Their Board was awarded \$256,557 to provide services for the following components:

- *Incumbent Worker Skill Shortages (\$75,000)* – Historically, rural areas have found it difficult to find and maintain qualified health care professionals. To assist one rural community with this issue, the Region has developed a project to provide continuing education, training and certification needed for 40 employees at Citizens' Memorial Healthcare in Bolivar. This program includes a career ladder which will provide these employees with promotional opportunities to increase their earning potential. The community will also benefit from this program by having increased health care services, which will enhance economic growth.
- *One-Stop Career Center Enhancements (\$181,557)* – Through this funding, the Region will make significant improvements to the Missouri Career Center in Branson. Specifically, the Branson facility will be re-located to a larger area within the same building to allow for the increase in customer usage. The Missouri Career Center in Springfield is already one of the state's premiere centers, and will be given some minor improvements to provide additional room for partner staff. Improvements at both centers will result in better services to 14,225 business and job seeker customers in these career centers.

The Region was able to leverage \$152,555 in local resources to support the activities in this initiative.

South Central Region

The South Central Workforce Investment Region consists of 12 counties including the communities of Poplar Bluff, West Plains, and Houston. The Board was awarded \$100,000 to implement a Youth Skill Shortages and Capacity Building project, with \$26,573 in local resources being leveraged to assist with these activities. Through a partnership with the 37th Judicial Circuit's Juvenile Division, the project will provide mentoring services to 28 at-risk youth and assist them in preparing for and obtaining employment. The project will also fund a local Youth Council Coordinator who will assist in serving 450 participants enrolled in the Region's Youth Program.

Southeast Region

The Southeast Workforce Investment Region serves 13 counties which include Cape Girardeau, Farmington, Sikeston, Perryville and Kennett. Their Board will be given \$1,155,146 to provide services in the following components:

- *Youth Skill Shortages and Capacity Building (\$94,930)* – The Region has designed a program that will address the barriers preventing the neediest youth, with priority being given to out-of-school youth, from being adequately prepared for the world of work. Recognizing that out-of-school youth are an important part of the new workforce supply pipeline needed by businesses to fill job vacancies, this program will connect 107 youth to quality secondary and post-secondary educational opportunities in high-growth industries.
- *Community Workforce Solutions for Low-Income Populations (\$745,216)* – To assist low-income individuals having difficulty sustaining employment and becoming independent from state assistance, the Region has designed a project to create more coordinated networks of employment and training services. Through additional partnerships with businesses, municipalities and social service agencies, the project will address critical skill shortages of participants and utilize counselors for more intensive case management. As a result of this effort, 1,431 additional individuals will be targeted for services. The Region will increase the number of clients involved in work participation activities (job search, job readiness, training, community work experience, etc.) by 10 percent.
- *Micro Enterprise Training and Support (\$65,000)* – One of the most effective strategies for promoting economic growth is to provide a nurturing environment for self-employment and entrepreneurial development. The Region has developed a project to do just that, as well as to provide an opportunity for 80 low-income and dislocated workers interested in starting their own businesses. This project will provide entrepreneurial training and support, including capitalization grants, to assist these individuals in establishing their own businesses, which will expand the local economy.
- *Regional Skills Gap (\$250,000)* – A survey of local employers revealed the need for employees to possess the necessary soft skills for work, which includes punctuality, appropriate attire, respect and a desire to work. To address this need, the Region will implement a soft skills training program to train 240 individuals. This program will greatly enhance the employability of the participants who will receive a Workplace Readiness Credential upon completion of the program. Employers will benefit, as well, since the credential will signify that this potential employee is prepared for the job.

The Region was able to leverage \$1,069,225 in local resources to support the activities in this initiative.